



## **AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Agilent Technologies, Inc. and its affiliated companies, including its subsidiaries (collectively, "Agilent") has been and will continue to be an equal opportunity employer. Agilent has established Affirmative Action Programs under EO 11246, Section 503 of the Rehabilitation Act, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA").

To assure full implementation of this policy, we take steps to assure that:

- a. Agilent makes employment decisions based on valid job requirements. All individuals, regardless of personal characteristics, are encouraged to apply. Agilent recruits, hires, assigns, and promotes individuals without regard to, and will not discriminate on the basis of, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), race, religion (including religious dress and grooming practices), color, gender (including gender identity and gender expression), national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, sexual orientation, military and veteran status or any other basis protected by federal, state or local law or ordinance or regulation.
- b. All other personnel actions such as compensation, benefits, transfers, layoffs and rehire following a layoff, access to training, education, tuition assistance and social recreation programs are administered without regard to protected characteristics.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing, or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other right protected by federal, state, or local law requiring equal opportunity.
- d. Agilent will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

I have appointed the U.S. HR Compliance Program Manager to assume the responsibilities of the EEO Coordinator for each of Agilent's Affirmative Action Plans. The EEO Coordinator is responsible for the day-to-day implementation and monitoring of specific Affirmative Action Plans. As part of that responsibility, the EEO Coordinator will periodically analyze Agilent's personnel actions and their effects to ensure compliance with our equal employment policy.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view the narrative portions of the VEVRAA/Section 503 Affirmative Action Plans, please contact the U.S. HR Team by calling the U.S. HR Management Support Line during regular business hours at (719) 528-7538 (toll free 1-877-357-2554), option sequence 1-4. This is also a reminder that employees may update their veteran and disability status at any time by accessing Agilent's internal employee portal.

Agilent is committed to our Affirmative Action and Equal Employment Opportunity program. I ask the continued assistance and support of all Agilent personnel to attain our objective of equal employment opportunity for all.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike McMullen".

Mike McMullen  
President and Chief Executive Officer